

May 2003

The Annual General Meeting of the North Middlesex Referees' Society will be held at 7.30pm on Friday 9th May 2003 at Cockfosters FC, Chalk Lane, Cockfosters, Barnet, Hertfordshire.

As the season comes to a close, spare a thought for Vince Yeudall's wife, Ann, who is currently undergoing medical treatment at hospital. And this so soon after Vince's own surgery, from which he is thankfully recovering well. To anyone in the Society who is not in the best of health, or who have loved ones who aren't very well, we wish you comfort and a speedy recovery.

This is the last Normidian of the season and as the editor, my annual report simply reads that we have successfully published a magazine on time every month, and that we have a number of backroom staff deserving of our thanks: the indefatigable Gary (computer) Cobden, Percy (sticky-labels) Brown and Tony (postie) Ward. Thanks also to Arthur and the staff at printers, Kenmar, who once more have met all our demands with good spirits. Thanks to everyone who has sent in contributions for the magazine, especially our regulars, Peter Dace, Mick Osborn, Observer and Ken Goldman. Thanks also to Ackerman Group plc for their support.

Because of the amount of AGM stuff in this month's magazine, we are unable to publish a number of articles sent in. However, we will print them all as soon as possible in the new season. Please keep sending your articles in.

Many congratulations to the following Society members on gaining promotion. To those who missed out this season, have another go and see if you can get your name in this spot next year.

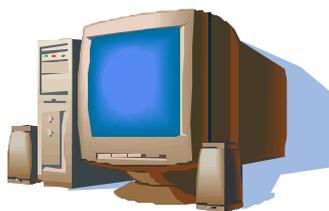
Middlesex County FA

Level 5 Percy Brown, Dervis Kiamil and Costas Tanti.
Level 6 Michael Mackey Jnr and Peter Smith

In this month's magazine there is plenty to chew over in respect of the forthcoming AGM. Look out for Secretary, Robin Jagot's report on the past year and Treasurer, Gary Cobden's report on all things financial. Also included for the AGM are Proposals for New Society Rules plus the Minutes of the last AGM.

To those going to the Dinner Dance – see you at the Apollo on Saturday, 26th April.
Enjoy the summer!

The first meeting of the new season will be held at 7.30 pm at the usual venue on Friday, 12th September 2003. The last date for contributions for inclusion in the September magazine is Monday 4th August.



DO YOU HAVE A COMPUTER PROBLEM?

Has your PC stopped working? Does it need upgrading? Do you need a program or database written to help you carry out a task? Have you some new software that you do not know how to install?

Your worries may be over. Give Gary a call on 07760 422223 for assistance. Reasonable rates.

DOUBLE TROUBLE

by Mick Osborn

Although not asked for it, I offered my opinion at last month's meeting, about the situation where a player is sent off in the first game of a double header. Can he play in the second game, or not? The answer, arrived at a few meetings ago, was that as it is a separate game, the player may not be prevented from taking part. I beg to differ.

Let me set the scene. There are five minutes left to play in the first game. Jones, (and my apologies to any innocent person with that name,) launches a violent attack on one of his opponents which causes an injury to that player that stops him from taking any further part in playing football for at least the rest of that day. Jones is rightly sent off. Is it in the spirit of the game to let Jones's team gain an advantage in the second game by his unacceptable action? (Remember, his opponent is at least nursing a bad injury or on his way to hospital.) Are we asking for trouble by letting him take the field again a short time after? Even, if by chance, Jones has seen the error of his ways and may be full of remorse, is it prudent to rely on the other team not exacting retribution for what they perceive as an injustice?

I accept the view that these are separate games and that the appropriate county F.A. had not charged Jones and therefore he had not had the opportunity to appeal, but let me make a small change to the scene. Jones launches his violent attack in the interval between the end of the first game and the start of the second. I am sure that there is no dissenting view that Jones should be reported for his conduct and denied the right to play in the second game. So, why abdicate the powers and duties, which are ours from the time we enter the ground, just because Jones happened to be playing in another game under our jurisdiction at the time of his misdemeanour?

There are some sending off offences that I believe would be harsh and unreasonable to carry over into the second game, such as serious foul play (possibly,) denying an opponent a goal or an obvious goal-scoring opportunity by an offence punishable by a free kick or a penalty kick, or for receiving a second caution. In other words the kind of offence that a player could not possibly be sent off for before play commenced. I would like some guidance on the matter. If I was asked, I would suggest something like the following:

Where teams are playing each other in a double header and a player is sent off in the first game for violent conduct, spitting at an opponent or any other person, or the use of offensive or insulting or abusive language and/or gestures, that player shall not take any part in the second game. His team, however, may field a full side and use and nominate the maximum number of substitutes allowed by the competition rules. If the team consists of fewer than seven players, the match shall be abandoned and the relevant authority advised of the reason for the abandonment.

Double headers apart, I can find nothing in the Laws, or any advice on the application of the Laws, relating to a player that receives a caution before the start of a game. Would a further caution during the game warrant a sending off or not? Here again, the pre-match offences are limited to unsporting behaviour and showing dissent by word or action, the others requiring the match to be in progress to be relevant. Should this be carried over to the second match of a double header? Maybe this should be considered, too.



April's Special Guest – David Dixon

David qualified as a Referee in December 1981 with London FA. Having served on local leagues he gained (what is now known as) Level 4 in 1988. He served as an Assistant Referee on the Ryman and Doctor Martens League and as a Referee on the Essex and Herts Border Combination, South East Counties League and Essex Senior League. David now referees on the Foresters Essex Senior League at Level 5.

An FA Licenced Instructor, David also serves on the FA Area Training Team for London, Middlesex and AFA as a Fitness Advisor. He is also the FA Physical Fitness Coordinator for London and a Fitness Trainer. He has been a qualified Fitness Instructor since 1996 and is a member of the Register of Exercise Professionals. He holds qualifications in Nutrition and Weight Management, and Fitness Assessment and Exercise Counselling. At present David is studying for a BSc in Applied Sports Science at UEL. He is wed to Kathryn, has 3 children (a 4th is near) and is a golfer!

Fitness is second only to talent in the making of a top referee, suggested our guest. He pointed out that there are now centres for training referees and that our aim should be to improve our fitness which will in turn enable us to be better referees and so enjoy our game more. With improved fitness we also reduce the risk of having a heart attack, prevent high blood pressure and control our body weight – which helps reduce the risk of diabetes. Being fit also reduces the chances of having falls and accidents, enhances the body's immune system and reduces the risk of depression. The risk of suffering non-specific lower back pain is also minimised.

We took part in an exercise to establish the level of our body fat and participated in a static exercise to indicate the level of our aerobic capacity – which resulted in a few red faces!

David took us through some fascinating aspects in respect of fitness including the importance of warming-up, stretching and warming-down. 'Specific' warm-ups, which differ in that they prepare us for immediately taking control of a match, were amongst a wide range of other aspects covered. It is important to eat sensibly before a match and to take in plenty of water, said David. We discussed how referees at the top level prepare before a match, including the 20 to 25 minutes hard and specific exercise taken immediately before the game. David explained how referees in the professional game had significantly improved their fitness level over the past few years to take account of the quicker, modern game. The message was clear – we should all improve and maintain our fitness level. Different ways of achieving this were fully discussed covering standard, interim and advanced – depending on our individual requirements.

David suggested we keep a personal fitness diary as a motivational tool. Fitness videos are available from the FA and the names of advisers, are available from County sources for anyone wishing to discuss health and fitness issues.

A question and answer session covered a wide range of fitness aspects before Tom White led enthusiastic applause for our special guest for what everyone agreed had been a very enjoyable and comprehensive discussion on a subject vital to all referees. Tom then presented David with a North Middlesex tie as a memento of his visit.



Life Vice President, George Basten writes:

What disappointment to learn that our Annual Dinner and Dance has been brought forward from our normal date in May to 26th April. For it means that for the first time in 46 years we are unable to attend this year's great function, and so our proud record of attending 45 consecutive Dinners has at last come to an end.

We are really sad that we are unable to make it this year owing to our booking of a week's holiday to Caister near Great Yarmouth for the big Electronic Organ Festival that takes place there every April.

We will be sad to miss seeing all our friends on an evening, which we regard as the highlight of our year, and our message to Society members is to be sure to attend this great function, for without your support we could lose this grand evening.

We send everyone our very best wishes, and our thoughts will be with you all on the evening in question.

Editor's note: Sorry we couldn't get your letter in the April Normidian, George. However, your message is timeless and we are grateful to you. We hope you have a great time in Caister and look forward to seeing you both again at next year's D&D.



Peter Dace reminisces – the Normidian of May 1993

Annual General Meeting to be held on 7th May at Norsemen F.C.

Report on previous months guest speaker – FA Cup Final Referee Keren Barratt – reported his theme was advantage and in particular those who take advantage and others who have advantage taken of them. Keren produced a mini film of his games and dissected problems, which occurred by playing advantage as against tight control.

Plum appointments include Len Wilcocks linesman London Youth FA Sunday under 13 Denick Cup Final also Tony Ward, Ken Goldman and Dave Bevan officiating in the Michael Watson Testimonial at Highbury.

Treasurer Gary Cobden produces full income and expenditure accounts and says this is the first time in three years he has been able to record a surplus – of £715.11.

In his editorial Ken Goldman highlights the argument between those in favour of professional referees and those against them. He says “ those of us (and I am prepared to be counted) who believe in the role of the professional referee merely see him as a full-time paid official who will be forced to improve fitness and ability by being able through income to train and study the practicalities of the game.

An article entitled ‘Physical Fitness’ submitted by an unknown source reads ‘ the need for physical fitness had always been very important but the development of the modern game has introduced a much greater emphasis on speed of thought and movement. The term referee-athlete is now used. The present system leaves it very much to the individual match official as to what level of fitness he chooses. All officials undertake a pre-season fitness test – at their own expense and in their own time – and there is a mid-season test for a small number of officials. As regards training this is not monitored at all by the Authorities and is left entirely to the individual to determine’.

ANNUAL GENERAL MEETING

Notice is hereby given that the Annual General Meeting of North Middlesex Referees Society will be held on Friday, 9 May 2003, commencing at 7.30pm, at Cockfosters Football Club, Chalk Lane, Cockfosters, Barnet, Hertfordshire, EN4 9JG.

The Agenda for the Meeting is shown below. Time has now passed for nominations for election for Office; changes to rules; or agenda items - these had to be with the Secretary not less than 21 days prior to the Meeting, i.e. by 18 April 2003.

Robin Jagot
Honorary Secretary
24 Tiverton Road
Potters Bar
Hertfordshire
EN6 5HY

AGENDA

1. Apologies for Absence.
2. To CONFIRM the Minutes of the last Annual General Meeting.
3. To CONSIDER any matters arising therefrom.
4. To RECEIVE a report from the Secretary.
5. To RECEIVE a report from the Treasurer together with the audited accounts.
6. To RECEIVE a report from the Honorary Auditors.
7. To RECEIVE any reports from the Council and Officers.
8. To ELECT Officers and Council for the ensuing year.
9. To ELECT Honorary Auditors (currently Messrs Langstone and Jacobs).
10. To CONSIDER the adoption of the proposed new Society Rules.
11. To CONSIDER the following proposal:-
Society Subscriptions be increased with effect from **1 April 2004** to the following amounts:-
Adult Members - £13.50 (reduced to £11.50 if paid prior to a date determined by Council)
Junior (Under 18) Members - £6.75
12. To CONSIDER the following motion:-
That this Annual General Meeting places on record its thanks to the Officers and Council for their work during the past year, and express appreciation of the conduct of the affairs of the Society.
13. To CONSIDER any other business competent and urgent.

Notes:-

Agenda Item 10 – All members should be in possession of a set of the current Society Rules as they were published in the first magazine of this season. Copies will be available at the AGM; however, if you would like a copy in advance, please contact the Secretary.

Agenda Item 11 – Please refer to the Treasurers Report in this magazine for the background to this proposal.



Do You Referee Youth Football?

If the answer is yes, then you really should attend a Child Protection course for your own benefit. The Society is prepared to run such a course early next season. If you are interested, please let Secretary, Robin Jagot have your names, and we can start the ball rolling.



Gary Cobden
Honorary Treasurer

NORTH MIDDLESEX REFEREES SOCIETY 100 CLUB

The winners of the April draw are detailed below, 53 shares with a 70% payout of £37.10 and cheques are enclosed with this month's Normidian - so, if you have thrown the envelope away, find it quickly!

	April	
45	Adrian Bland	£21.20
1	Les Kyprianou	£10.60
16	Dave Chapman	£5.30

If you would like to join the 100 Club for the remainder of the season, please let me have your remittance of £4.00 to cover the remaining draws through until August.



MAGAZINE BY E-MAIL?

This season a number of Members agreed to have their monthly copies of the Normidian sent to them by e-mail, thus helping to reduce the Society's printing and distribution costs. We have considerably more e-mail addresses on file than members who have indicated that they are happy to receive their copy of the magazine this way. If you would like to receive your copies this way during the forthcoming season, please mark your Membership Form accordingly, or e-mail me at garycobden@nmrs.freemove.co.uk. Many Thanks

Gary Cobden
Honorary Treasurer

REFEREES ASSOCIATION GRAND DRAW



Some of you have already returned sold counterfoils to me for the books that you were issued with, some have returned unsold books, and some have done neither.

If you have unsold books, please return them to me as soon as possible, as I have a waiting list of other Members who have offered to sell more books than they were originally allocated, and will thus generate more much needed income for the Society.

If you have sold your books, and not yet let me have the money and counterfoils, please do so as soon as possible.

Thanks again for your support.

Gary Cobden
Honorary Treasurer



MEMBERSHIP FEES - SEASON 2003/2004

Included with this month's Normidian is a Membership Form for next season for those who have still to pay their subscriptions. There has been a slight increase in the RA Insurance Premium for the coming season, which has increased from £2.50 to £2.85. Therefore, in summary, the amounts due – which are shown on the Forms – are as follows:-

Membership Class	Society Fee	RA Fee	Total
Full Members (Over 18)	£10.00	£9.85 (If over 75, deduct £2.85)	£19.85
Junior Members (Under 18)	£6.00	£6.35	£12.35
Associate Members	£10.00		£10.00

Associate Members must pay the RA Fee through another Society which must be shown on the Membership Form.

The Forms have been completed from the details held about you on the Society database – please check the information is correct, and add or amend as necessary. These figures are only valid until the AGM - 9 May - after this date there will be an increase of £2.00 in the Society Fee.

Gary Cobden
Honorary Treasurer



TREASURERS REPORT – SEASON 2002-2003

One again, I am pleased to report that the Society has again made a profit – this year £690.19 (£709.66 2001/2002). A full copy of the Accounts appears elsewhere in the magazine. However, this year I am not going to dwell on the various items of income and expenditure or balance sheet, as there is a more serious situation when we look ahead to next years finances. This year, within the Gear profit, was an exceptional profit of in excess of £600 which was made when the Society was approached to supply Referees whistles/notepads/cards in advance of the World Cup for use as corporate gifts. We will therefore not see this income again in 2003/2004. Aside from this, I have been advised in the last couple of days that the beneficial postage the the Society has received for a considerable number of years has now ended, and this will result in additional expenditure of approximately £600 for the forthcoming season. This will therefore erode completely the total profit made by the Society this year before a charge for Depreciation on the Society Computer and Projector. Next year will be the final year of such a large Depreciation charge, and, providing we can keep levels of other income and expenditure to the same as this year, then we are just looking at a 'paper loss' of approximately £600, which it is considered that the Society can withstand.

Notwithstanding this, for subsequent years we are looking at an additional reduction in income of a further £250 per annum, as the Grant which I have received from the Royal Bank of Scotland/NatWest (my previous employer) for a number of years will be no more. So, based on this years figures, in season 2004/2005 we are looking at a probable reduction in income of at least £850, and an increase in expenditure of around £600 – a total reduction of £1,450 – and an actual loss of at least £250. So, you may look at the Balance Sheet and say that it doesn't matter, as we have Assets of over £13,000. We do not know what else may happen in the future, and it will not take many years of losses to erode the value of our Assets.

Bearing this in mind, the Council recently deliberated long and hard over a decision, and it will be Councils recommendation to increase subscription for season 2004/2005 by £1.50 for Adults (to £13.50 - £11.50 if paid in advance of a date set by Council) and by £0.75 (to £6.75 for Juniors (Under 18)).

Gary Cobden
Honorary Treasurer



Proposals for New Society Rules

1. NAME

The Society shall be called the NORTH MIDDLESEX REFEREES SOCIETY. (The Society)

2. OBJECTS AND AIMS

The objects and aims of the Society shall be to improve, promote, train, and assist the interests of its members.

3. STATUS OF RULES

- (a) These rules (the Society Rules) form a binding agreement with each member of the Society.
- (b) No alteration to these rules shall be made except at the Annual General Meeting, or at a Special General Meeting called for the purpose thereof, and then only if two thirds of the members present are in favour. Each member present shall be entitled to one vote.
- (c) The Council of the Society shall have the power to deal with any matter not provided for in these rules.

4. RULES AND REGULATIONS

- (a) The Society shall have the status of an Affiliated Society of The Referees. The Rules and Regulations of The Referees Association shall be deemed to be incorporated into the Society Rules.
- (b) The Society will also abide by The Football Association's Child Protection Policies and Procedures, Codes of Conduct and the Equal Opportunities and Anti-Discrimination Policy.

5. ELIGIBILITY FOR SOCIETY MEMBERSHIP

- (a) The members of the Society from time to time shall be those persons listed in the register of members (the Membership Register).
- (b) Any registered referee; formally registered referee; or trainee referee approved by the Training Centre shall be eligible to apply for membership. Election to membership shall be at the sole discretion of the Council. Membership shall become effective upon an applicant's name being entered in the Membership Register, and payment of the appropriate subscription.
- (c) There shall be three divisions of Membership:-
 - (i) Those members who pay their Referees' Association subscription through the Society shall be known as Full Members.
 - (ii) Those members who pay their Referees' Association subscription through the Society, and aged under 18 and still undertaking full time school education shall be known as Junior Members. Their Annual Subscription shall be set at 50% of the Full Members Subscription.
 - (iii) Those members who pay their Referees' Association subscription through another Society shall be known as Associate Members.
- (d) In the event of a member's resignation or expulsion, his or her name shall be removed from the Membership Register.
- (e) The Referees Association shall be given access to the Membership Register on demand.

6. ANNUAL MEMBERSHIP FEE

- (a) An annual fee payable by each member (exclusive of any Referees Association Membership Fees) shall be determined from time to time by the Council, such fee to be ratified by the Membership at the Annual General Meeting, or Special General Meeting, and following receipt and approval of the reports of the Society Treasurer and Honorary Auditors. Fees shall be payable annually, and shall be non refundable.
- (b) The Council shall have the authority to levy further subscriptions from the members as are reasonably necessary to fulfil the objects and aims of the Society, subject to agreement by a simple majority of members present at the next available meeting.

7. RESIGNATION AND EXPULSION

- (a) A member shall cease to be a member of the Society if, and from the date on which, he/she gives notice to the Council of their resignation. A member whose annual membership fee is unpaid as at 31 October in any year shall cease to be a Member of the Society.
- (b) The Council shall have the power to expel a member when, in their opinion, it would not be in the interests of the Society for them to remain a member.
- (c) A member who resigns or is expelled shall not be entitled to claim any, or a share of the Society Property.

8. SOCIETY OFFICERS AND COUNCIL

- (a) The Society Officers shall be elected at an Annual General Meeting and consist of the following persons: - President; Chairperson; Vice Chairperson; and the following Honorary Officers: - Secretary, Treasurer, Magazine Editor, Training Officer, Social Secretary, Supplies Officer, and Youth Development Officer, all of whom, except the President, shall retire annually, but be eligible for re-election. A President's term of office shall not exceed three consecutive years, nor shall any former President be re-elected to the post within six years of holding office. In the event of a contested election, such elections shall be undertaken by means of a written ballot.
- (b) The Council of the Society shall consist of the Officers specified above, together with two representatives to the County Referees Association, and the delegate to the County Referees Association Recruitment and Retention Committee, together with three other members elected at the Annual General Meeting (The Council).
- (c) Each Society Officer shall hold office from the date of appointment until the next Annual General Meeting unless otherwise resolved at a Special General Meeting. One person may hold no more than two positions of Society Officer at any time. The Council shall be responsible for the management of all the affairs of the Society. Decisions of the Council shall be made by a simple majority of those attending the Council meeting. The Chairperson of the Council meeting shall have a casting vote in the event of a tie. In the absence of both the Chairperson and the Vice-Chairperson, the Officers present shall elect a Chairperson for the duration of the Meeting. The quorum for the transaction of business of the Council shall be not less than fifty percent of those entitled to be present.
- (d) Decisions of the Council meetings shall be entered into the Minute Book of the Society to be maintained by the Society Secretary.
- (e) Any member of the Council may call a meeting of the Council by giving not less than 7 days notice to all members of the Council. The Council shall hold at least four meetings a year.
- (f) Any vacancy on the Council which arises between Annual General Meetings shall be filled by a member coopted and approved by a simple majority of the remaining Council members present. Similarly, the Council may co-opt up to three non-voting members for specific purposes.
- (g) The Society shall have the power to elect Life Vice-Presidents and Vice Presidents at the Annual General Meeting. A member may be considered for election as a Vice President after a period of valuable service to the Society, likely to have been at least five years, and shall be elected for a term of three years. A member may be considered for election as a Life Vice President after a period of considerable service to the Society, likely to have been at least twelve years. Life Vice Presidents shall have their membership subscription and affiliation fee to the Referees' Association paid by the Society.

9. ANNUAL AND SPECIAL GENERAL MEETINGS

- (a) An Annual General Meeting (AGM) shall be held, not later than the end of May, in each year to:
 - (i) Confirm the Minutes of the previous AGM
 - (ii) receive a report of the activities of the Society during the year under review
 - (iii) receive a report of the Society's finances for the year ended 31 March previous, together with a report from the Auditors
 - (iv) receive any reports from Officers and Council
 - (v) elect the Society Council
 - (vi) consider any Resolutions or Rule Changes
 - (vii) consider any other pertinent business
- (b) The Society Secretary shall give not less than 42 days notice of the AGM.
- (c) Nominations for election of members of the Council shall be made in writing by the proposer and seconder, both of whom must be members of the Society, to the Society Secretary not less than 21 days before the AGM. Any such nomination shall be duly assented by the nominee.
- (d) Notice of any resolution or rule change to be proposed at the AGM shall be given in writing to the Society Secretary not less than 21 days before the Meeting.
- (e) A Special General Meeting (SGM) may be called at any time by the Council, and shall be called within 42 days of the receipt by the Society Secretary of a requisition in writing signed by not less than twenty-five members, stating the purposes for which the Meeting is required, and the resolutions proposed.

- (f) The Secretary shall send to each member, at their last known address, written notice of the date of a General Meeting together with an Agenda, and any resolutions to be proposed, at least 5 days before the Meeting.
- (g) The quorum for a General Meeting shall be twenty members.
- (h) Each member present shall have one vote, and ordinary resolutions shall be passed by a simple majority. In the event a tie the Chairperson of the Meeting shall have a casting vote.
- (i) The Minutes of General Meetings into the Minute Book of the Society.

10. ORDINARY MEETINGS

- (a) Ordinary meetings shall be held at monthly intervals during the period September to April on the second Friday of each month at an agreed venue, as determined by the Council.
- (b) The Council reserves the right to change the date, time, or venue of the meeting if circumstances demand.
- (c) All members are entitled to one vote in business matters of the Society, which shall be by show of hands, except that the associate members shall not be entitled to vote on Referees Association matters. No postal or proxy voting shall be permitted.

11. SOCIETY FINANCES

- (a) A bank account (s) shall be maintained in the name of the Society (the Society Account(s)). Designated account signatories shall be the Society Chairperson, the Society Secretary, and the Society Treasurer.
- (b) All cheques drawn on the account shall be signed by one of the Chairperson, Society Secretary, and Society Treasurer, save for those in excess of £150, (One hundred and fifty pounds), which shall be signed by any two of the aforementioned Officers. All monies payable to the Society shall be received by the Society Treasurer and deposited in the Society Account(s) as soon as is practicable following receipt.
- (c) The Society may also maintain a Benevolent Fund Account to provide financial assistance as is deemed appropriate by Council.
- (d) The Council may create a Benevolent Fund sub-committee to deal with complex requests for assistance. The sub-committee shall consist of any two Live Vice Presidents, plus the Secretary. The Council shall ratify any decisions relating to donations.
- (e) The Financial Year of the Society shall be from 1 April until 31 March next following.
- (f) The income and assets of the Society (the Society Property) shall be applied only in furtherance of the objects of the Society.
- (g) The Council shall have power to authorise the payment of remuneration and expenses to any member of the Society and to any other person or persons for services rendered to the Society.
- (a) The Society shall prepare an annual Financial Statement in such form as is deemed appropriate.

12. DISSOLUTION

- (a) A resolution to dissolve the Society shall only be proposed at an Annual or Special General Meeting called for the purpose and shall be carried by a majority of at least three-quarters of the members present.
- (b) The dissolution shall take effect from the date of the resolution, and the members of the Council shall be responsible for the winding up of the assets and liabilities of the Society.
- (c) Any surplus assets remaining after the discharge of the debts and liabilities of the Society shall be transferred to the Referees Association who shall determine how the assets shall be utilised for the benefit of Referees. Alternatively, such assets may be disposed of in such other manner, as the members of the Society with the consent of the Referees Association shall determine.

Anti-Discrimination, Equal Opportunities, and Child Protection Policies

Anti Discrimination Policy

North Middlesex Referees Society is responsible for setting standards and values to apply at every level. Football belongs to and should be enjoyed by everyone, equally. Our commitment is to confront and eliminate discrimination whether by reason of sex, sexual orientation, race, nationality, ethnic origin, colour, religion or disability.

Equality of opportunity at North Middlesex Referees Society means that in all our activities we will not discriminate or in any way treat anyone less favourably, on grounds of sex, sexual orientation, race, nationality, ethnic origin, colour, religion or disability.

This includes:

- The advertisement for volunteers.
- The selection of candidates for volunteers.
- Courses.
- Coaching and education activities and awards.
- Training and Development activities.
- Appointments to Honorary positions.

North Middlesex Referees Society will not tolerate sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal, and will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

North Middlesex Referees Society is committed to the development of the programme of ongoing training and awareness raising events and activities, in order to promote the eradication of discrimination within its own organisation, and within football as a whole.

Equal Opportunities Policy

North Middlesex Referees Society is committed to a policy of equal treatment of all members and requires all members of whatever level or authority, to abide and adhere to this general principle and the requirements of the Codes of Practice issued by the Equal Opportunities Commission and Commission for Racial Equality.

All members are expected to abide by the requirements of the Race Relations Act 1976, Sex Discrimination Act 1986 and Disability Discrimination Act 1995. Specifically discrimination is prohibited by:

- Treating any individual on grounds of gender, colour, marital status, race, nationality or ethnic or national origin, religion, sexual orientation or disability less favourably than others.
- Expecting an individual solely on the grounds stated above to comply with requirement(s) for any reason whatsoever related to their membership, which are different from the requirements for others.
- Imposing on an individual requirements which are in effect more onerous on that individual than they are on others. For example, this would include applying a condition which makes it more difficult for members of a particular race or sex to comply than others not of that race or sex.
- Victimisation of an individual.
- Harassment of an individual, by virtue of discrimination.
- Any other act or omission of an act, which has as its effect the disadvantaging of a member against another, or others, purely on the above grounds. Thus, in all the Society's recruitment, selection, promotion and training processes, as well as disciplinary matters, it is essential that merit, experience, skills and temperament be considered as objectively as possible.

North Middlesex Referees Society commits itself to the immediate investigation of any claims of discrimination on the above grounds and where such is found to be the case, a requirement that the practice cease forthwith, and to the investigation of any member accused of discrimination.

Any member found guilty of discrimination will be instructed to desist forthwith. Since discrimination in its many forms is against the Society's policy, any members offending will be dealt with under the disciplinary procedure.

The Society commits itself to the disabled person whenever possible and will treat such members, in aspects of their recruitment and membership, in exactly the same manner as other members. The difficulties of their disablement permitting assistance will be given, wherever possible to ensure that disabled members are helped in gaining access. Appropriate training will be made to such members who request it.

Child Protection Policy

Every child and young person, defined as any person under the age of 18, who plays or referees football should be able to participate in an enjoyable and safe environment and be protected from abuse. This is the responsibility of every adult involved in football and refereeing.

We recognise, however, that child abuse is also a very emotive and difficult subject. It is important to understand the feelings involved but not to allow them to interfere with our judgement about any action to be taken.

North Middlesex Referees Society recognises its responsibility to safeguard the welfare of all children and young people by protecting them from physical, sexual or emotional harm and from neglect or bullying. It is determined to meet its obligation to ensure that those clubs and organisations providing football and refereeing opportunities for children and young people do so, to the highest possible standard of care.

Clear practices and procedures, in addition to a detailed training programme already under way, will ensure that everyone knows exactly what is expected of them in relation to the protection of children and young people within our sport.



Secretary's Report

A Society can only perform well over the year so long as its members play their part. I am happy to report that the Council has done sterling work over the year giving a lot of valuable time and effort for the benefit of Society members. What has been a major disappointment this year is the very low attendance at Society meetings. Why is this?

Are the members unhappy with the venue, the choice of guest speaker, or maybe we should consider a different night for the Society meetings? I have to be honest and say I have had higher attendances at the Training Centre throughout the season.

Social events this year have not been well supported, and even now our Social Secretary struggles to increase the numbers for the forthcoming Dinner/Dance. Yet when we look at the Society application forms there is a strong demand for Social functions. Sadly, the Quiz Evening had to be cancelled due to lack of support.

On the editorial front, our Editor continues to produce a first class magazine. We are also very fortunate in having an excellent Treasurer, so once again the annual accounts are in good hands. You will find the Annual Statement elsewhere in this magazine.

The Training Centre continues to run smoothly with an ever-increasing number of candidates wishing to qualify. Thanks must go to Mick and Stan for giving up valuable time and effort at the Training Centre. We wish Stan well on the 2nd year of the F.A. Instructors Course in August.

Sadly, retention of referees is still a major problem and an increasing number of referees are quitting the game because of poor discipline and hooligan elements on and off the field of play. The F.A. keep trying to convince us that more is being done to eradicate the problem, by bringing in incentive schemes and certificates to boost our morale, but I think the F.A. need to face reality and deal with the real issues that are facing us in modern day refereeing.

Regretfully our Social Secretary is standing down at the AGM, so we need to find a volunteer for this task. A big thank you to Mick for stepping in last year.

Unfortunately, this has not been an encouraging report and I apologise for being rather pessimistic. I sincerely hope the Society faces a brighter future.

As for our members, **this is your Society please support it.** And if you feel we need to make changes, put pen to paper and forward your suggestions.

Finally, I would like to wish all our members a peaceful and restful summer.

Robin Jagot

NORTH MIDDLESEX REFEREES SOCIETY
Income and Expenditure Account for the Year Ended 31 March 2003

<u>2002</u>	<u>INCOME</u>	<u>2003</u>	<u>2002</u>
2,584.00	By Subscriptions (271 Full Members;11 Associate Members)	2,518.00	
204.95	.. Bank Deposit Interest	155.61	8,274.20
76.00	.. RA Draw (Our Share)	68.00	709.66
181.85	.. Donations	241.02	
176.32	.. Raffle Proceeds	148.00	<u>8,983.86</u>
70.00	.. Advertisements	75.00	
250.00	.. Grants	472.35	3,532.88
158.90	.. 100 Club	162.30	
994.17	.. Training Centre Surplus (Note 1)	324.99	<u>12,516.74</u>
274.53	.. Gear Sales Surplus	674.11	
10.56	.. 50th Anniversary Book	34.36	
406.54	.. Social Events Surplus	141.75	
<u>33.30</u>	.. Miscellaneous	<u>330.10</u>	
<u>5,421.12</u>		<u>5,345.59</u>	
	EXPENDITURE		
2,705.52	To Normidian Expenses (including Postage)	2,329.06	
20.00	.. Middlesex Referees Association	30.00	
109.38	.. Postage/Telephones/Stationery/Misc	286.71	
520.00	.. Hire of Meeting Halls	350.00	1,811.49
111.46	.. Guest Speaker Expenses (inc Cr. Card Holders/Ties)	74.48	302.09
180.00	.. RA Conference Delegate	181.00	82.88
202.00	.. Life Vice Presidents	221.50	2,667.42
12.88	.. MCFA Annual Subscriptions	15.88	5,621.58
<u>177.22</u>	.. Miscellaneous Expenditure	<u>498.77</u>	<u>338.08</u>
4,038.46		3,987.40	10,823.54
1,382.66	GROSS SURPLUS OF INCOME OVER EXPENDITURE	1,358.19	
	DEPRECIATION		
653.00	Computer and Projector	653.00	1,163.09
<u>20.00</u>	Training Aids	<u>15.00</u>	1,345.76
673.00		668.00	98.95
			0.00
709.66	NET SURPLUS OF INCOME OVER EXPENDITURE	690.19	<u>49.75</u>
<u>1,382.66</u>		<u>1,358.19</u>	2,657.55
			265.00
			<u>332.50</u>
			597.50

Note 1 - Training Centre Surplus (2002/2003) is pre July 2002 when the new FA regulations for Training came into effect 2001/2002 is for full year

Prepared By
G. J. Cobden ACIB
Hon. Treasurer
14 April 2003

Audited and Found Correct
B. J. Langstone JP
G. Jacobs
Hon. Auditors
28 April 2003

NORTH MIDDLESEX REFEREES SOCIETY
Balance Sheet as at 31 March 2003

<u>2002</u>	<u>LIABILITIES</u>	<u>2003</u>
	GENERAL FUND	
	Balance as at 1 April 2002	8,983.86
	SURPLUS for Year	<u>690.19</u>
		9,674.05
	BENEVOLENT FUND	3,548.88
		<u>13,222.93</u>
	Represented By:	
	FIXED ASSETS (At Cost, Less Depreciation over 5 Years)	
1,305.15	Computer and Projector	652.15
<u>0.00</u>	Training Aid	<u>57.35</u>
1,305.15		709.50
	CURRENT ASSETS	
	BANK:-	
	Current Account	2,588.93
	Deposit Account	302.09
	Benevolent Fund (See Note 1)	98.88
	High Interest Account	1,942.27
	Postal Account (See Note 1)	6,751.11
	Cash/Cheques in Hand	<u>142.84</u>
		11,826.12
	STOCKS	
	Gear	1,297.96
	NMRS Book	1,158.13
	Magazine	133.57
	Social Stocks	33.49
	Training School	<u>49.75</u>
		2,672.90
	Payments in Advance	267.91
	Debtors (See Note 2)	<u>362.30</u>
		630.21
		15,129.23
	Deduct CURRENT LIABILITIES	
	Creditors falling due in less than 1 ye:	0.00
	Subscriptions in Advance	1,586.50
	Payments in Advance	<u>1,029.30</u>
		2,615.80
		<u>12,513.43</u>
		<u>13,222.93</u>

Note 1:- The Balance for the Postal Account includes £3,450 relating to the Benevolent Fund (2003). (£3,450 - 2002)

Note 2:- Debtors relate to orders placed for kit and not yet paid for (2003); Monies due from MCFA; Unpaid Advance Subs and Social Ticket; Orders placed for kit not yet paid for (2002)

Note 3:- March 100 Club Draw and Normidian issue not Invoiced (2002)

Minutes of the North Middlesex Referees Society Annual General Meeting Held on Friday 17th May 2002

1. APOLOGIES

Chairman's and members as recorded in the attendance book.

2. PREVIOUS MINUTES

There being no amendments, the previous minutes were duly proposed, seconded and signed as a true and accurate record.

3. MATTERS ARISING

There were no matters arising.

4. CHAIRMAN

Chairman had nothing to report

5. SECRETARY

- i) Secretary thanked the Society Council for help during the year.
- ii) Secretary was pleased to report that all correspondence and minutes had been kept up-to-date during the past year and that all records are now current.
- iii) Secretary stated that he had received nominations for the Council election prior to the meeting in accordance with Society rules.
- iv) Secretary acknowledged with thanks the kind help of the Treasurer in relation to the AGM.
- v) Secretary acknowledged all the help and support received during his term in office and reluctantly reported that he would not be seeking re-election.

6. TREASURER

- i) Treasurer presented a full set of accounts
- ii) Treasurer presented a full set of accounts for the year as published in the last edition of Normidian.

7. AUDITORS REPORT

Mssrs Langstone & Jacobs reported and certified that the accounts are true and correct. They commended the Treasurer for presenting the accounts in exemplary fashion.

8. SOCIAL SECRETARY

- i) A quiz night and elephant race night are both planned for the coming year.

9. MAGAZINE EDITOR

- i) Editor's full report appeared in the Normidian.

10. TRAINING SECRETARY

- i) Training centre had a very successful year with well over 120 successful candidates this season.
- ii) The meeting commended all the members of the training centre on another successful year.

11. GEAR SUPPLIES

i) Supplies department had a very good year.

12. M.R.A.

i) Report had appeared in Normidian

13. OTHER OFFICERS REPORTS

i) There were no major comments to report

14. ELECTION OF OFFICERS

i) The following candidates were duly proposed, seconded and elected to the N.M.R.S. Council in accordance with Society rules:

President	Ken Goldman
Chairman	Tom White
Vice-Chairman	Vince Yeudell
Secretary	Robin Jagot
Treasurer	Gary Cobden
Social Secretary	Mick Osborn
Magazine Editor	Terry Wilson
Training Secretary	Robin Jagot
Gear Supplies Officer	Percy Brown
MRA Delegate (Co-opted)	Peter Smith
Youth Development	Jeffrey Till
Council Members	Martin de la Fuente Michael Mackey (Snr)

ii) Mssrs. Langstone & Jacobs were re-appointed as auditors.

There being no other business the meeting was closed.



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Are again pleased to support North Middlesex Referees Society in Season 2002/2003

